

# CURRICULUM VITAE

PROFESSOR DR. BORIS HIRSCH

(as of 22nd September 2020)

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## ADDRESS

Office:

Leuphana University of Lüneburg  
Institute of Economics  
Universitätsallee 1  
21335 Lüneburg  
Germany  
Phone: +49(0)4131 / 677-2609  
Fax: +49(0)4131 / 677-2026  
Email: hirsch@leuphana.de

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## PERSONAL INFORMATION

Date of birth: 1st January 1981  
Place of birth: Hamburg, Germany  
Nationality: German  
Marital status: Married

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## PROFESSIONAL EXPERIENCE AND PLACEMENTS

since 08/2016 Full professor of Economics, in particular Microeconometrics and Policy Evaluation, Leuphana University of Lüneburg

10/2009–07/2016 Postdoctoral researcher at the Chair of Labour and Regional Economics, Professor Dr. Claus Schnabel, Friedrich–Alexander–University Erlangen–Nuremberg

04/2009–05/2009 Institute for Employment Research (IAB), research group of the director, Nuremberg

09/2008–02/2009 Visiting research fellow, Centre for Economic Performance, London School of Economics and Political Science, Professor Alan Manning, Ph.D.

10/2006–09/2009 Researcher at the Chair of Labour and Regional Economics, Professor Dr. Claus Schnabel, Friedrich–Alexander–University Erlangen–Nuremberg

- 08/2003–09/2003 Hamburg Institute of International Economics (HWWA), department  
“international macroeconomy”, Hamburg
- 08/2002–07/2006 Student assistant at the Chair of Labour and Regional Economics,  
Professor Dr. Claus Schnabel, Friedrich–Alexander–University  
Erlangen–Nuremberg
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## EDUCATION

- 07/2011–07/2015 Habilitation, Friedrich–Alexander–University Erlangen–Nuremberg  
07/2015 *Venia legendi* in economics and econometrics
- 10/2006–09/2009 Ph.D. student, Bavarian Graduate Program in Economics (BGPE),  
Friedrich–Alexander–University Erlangen–Nuremberg  
07/2009 Dr. rer. pol. (Ph.D., *summa cum laude*),  
thesis: “Monopsonistic Labour Markets and the  
Gender Pay Gap: Theory and Empirical Evidence”,  
supervisors: Professor Dr. Claus Schnabel and  
Professor Dr. Jürgen Jerger
- 10/2003–02/2006 Studies in mathematics, University of Hagen
- 10/2001–09/2006 Studies in economics, Friedrich–Alexander–University  
Erlangen–Nuremberg  
09/2006 Master/Diplom (1.1), including thesis (1.0),  
subject: “Monopsony Power in the Labour Market”,  
examiner: Professor Dr. Claus Schnabel  
10/2003 Bachelor/Vordiplom (1.7)
- 1991–2000 Grammar School, Hamburg  
06/2000 A-levels (1.0)
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## AWARDS AND SCHOLARSHIPS

- 11/2009 Best thesis award of the *Hermann Gutmann Stiftung*
- 10/2007 Best diploma award 2007 of *Sparkasse Nürnberg* for the diploma thesis  
“Monopsony Power in the Labour Market”
- 10/2006–09/2009 Founder of the Bavarian Graduate Program in Economics (BGPE)
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## LANGUAGES

- German: native
- English: fluent
- Latin: *Großes Latinum*

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## RESEARCH INTERESTS

Labour economics (in particular models of imperfectly competitive labour markets and applied labour economics), industrial relations, migration

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## EDITORSHIP

since 11/2019 Associate editor of the Journal for Labour Market Research

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## RESEARCH AFFILIATIONS

since 02/2017 Member of the Standing Field Committee of Population Economics of the Verein für Socialpolitik

since 12/2016 IWH Research Fellow, Halle Institute for Economic Research

since 07/2015 LASER Research Fellow, Labor and Socio-Economic Research Center, Erlangen–Nuremberg

since 08/2014 IZA Research Fellow, Forschungsinstitut zur Zukunft der Arbeit, Bonn

07/2010–07/2015 LASER Research Associate, Labor and Socio-Economic Research Center, Erlangen–Nuremberg

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## GRANTS

2018–2021: “Firm Wage Differentials in Imperfect Labour Markets: The Role of Market Power and Industrial Relations in Rent Splitting between Workers and Firms”, Deutsche Forschungsgemeinschaft (DFG) (with S. Müller)

2013–2015: “Monopsonistic Discrimination on the German Labour Market”, Fritz Thyssen Foundation (with E.J. Jahn and C. Schnabel)

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## PUBLICATIONS

### I. MONOGRAPHS

2010: *Monopsonistic Labour Markets and the Gender Pay Gap: Theory and Empirical Evidence*, Heidelberg and Berlin: Springer

### II. ARTICLES IN REFEREED JOURNALS

2020: “The urban wage premium in imperfect labor markets”, *Journal of Human Resources*, forthcoming (with E.J. Jahn, A. Manning, and M. Oberfichtner)

“Firm wage premia, industrial relations, and rent sharing in Germany”, *Industrial and Labor Relations Review*, **73**(5): 1119–1146 (with S. Müller)

“Birds, birds, birds: co-worker similarity, workplace diversity and job switches”, *British Journal of Industrial Relations*, **58**(3): 690–718 (with T. Zwick and E.J. Jahn)

- 2018: “Do employers have more monopsony power in slack labor markets?”, *Industrial and Labor Relations Review*, **71**(3): 676–704 (with E.J. Jahn and C. Schnabel)
- 2017: “Betriebsräte und andere Formen der betrieblichen Mitarbeitervertretung – Substitute oder Komplemente?”, *Industrielle Beziehungen*, **24**(3): 296–320 (with S. Ertelt and C. Schnabel)
- “Coming to work while sick: An economic theory of presenteeism with an application to German data”, *Oxford Economic Papers*, **69**(4): 1010–1031 (with D.S.J. Lechmann and C. Schnabel)
- 2016: “Gender wage discrimination: Does the extent of competition in labor markets explain why female workers are paid less than men?” *IZA World of Labor*, **3**(310): 1–10
- “Dual labour markets at work: The impact of employers’ use of temporary agency work on regular workers’ job stability”, *Industrial and Labor Relations Review*, **69**(5): 1191–1215
- 2015: “How selective are real wage cuts? A micro-analysis using linked employer–employee data”, *LABOUR: Review of Labour Economics and Industrial Relations*, **29**(4): 327–347 (with T. Zwick)
- “Is there monopsonistic discrimination against immigrants?”, *Industrial and Labor Relations Review*, **68**(3): 501–528 (with E.J. Jahn)
- 2014: “The levelling effect of product market competition on gender wage discrimination”, *IZA Journal of Labor Economics*, **3**(19): 1–14 (with M. Oberfichtner and C. Schnabel)
- “Do better pre-migration skills accelerate immigrants’ wage assimilation?”, *Labour Economics*, **30**(1): 212–222 (with E.J. Jahn, O. Toomet, and D. Hochfellner)
- “What can we learn from bargaining models about union power? The decline in union power in Germany, 1992–2009”, *Manchester School*, **82**(3): 347–362 (with C. Schnabel)
- “Firm leadership and the gender pay gap: Do active owners discriminate more than hired managers?”, *Journal for Labour Market Research*, **47**(1–2): 129–142 (with S. Müller)
- 2013: “Is there a gap in the gap? Regional differences in the gender pay gap”, *Scottish Journal of Political Economy*, **60**(4): 412–439 (with M. König and J. Möller)
- “The effect of housework on wages in Germany: No impact at all”, *Journal for Labour Market Research*, **46**(2): 103–118 (with T. Konietzko)
- “The impact of female managers on the gender pay gap: Evidence from linked employer–employee data for Germany”, *Economics Letters*, **119**(3): 348–350
- 2012: “Women move differently: Job separations and gender”, *Journal of Labor Research*, **33**(4): 417–442 (with C. Schnabel)
- “The productivity effect of temporary agency work: Evidence from German panel data”, *Economic Journal*, **122**(562): F216–F235 (with S. Müller)

- “Do women benefit from competitive markets? Product market competition and the gender pay gap in Germany”, *Economics Bulletin*, **32**(2): 1618–1624 (with M. Oberfichtner and C. Schnabel)
- 2010: “Works councils and separations: Voice, monopoly, and insurance Effects”, *Industrial Relations*, **49**(4): 566–592 (with T. Schank and C. Schnabel)
- “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, *Journal of Labor Economics*, **28**(2): 291–330 (with T. Schank and C. Schnabel)
- 2009: “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, *Scottish Journal of Political Economy*, **56**(5): 543–558

### III. OTHER PUBLICATIONS

- 2013: “Geschlechterlohnücke: gerechtfertigt oder diskriminierend?”, *PERSONAL quarterly*, **65**(3): 9–14 (with C. Schnabel)
- 2010: “Die geschlechtsspezifische Lohnücke”, *Wirtschaftsdienst*, **90**(4): 227–230
- 2009: “Regionale Unterschiede im ‘Gender Pay Gap’: Lohnabstand von Frauen in der Stadt kleiner als auf dem Land”, *IAB-Kurzbericht* 22/2009 (with M. König and J. Möller)

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### PRESENTATIONS

- 03/2020: Workshop on Microeconomics, Leuphana University, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Lüneburg
- 02/2020: Standing Field Committee of the Verein für Socialpolitik, “Does organised labour matter? Labour market imperfections and industrial relations in Germany”, Basel
- 09/2019: Annual Meeting of the Verein für Socialpolitik, “Birds, birds, birds: co-worker similarity, workplace diversity, and voluntary turnover”, Leipzig
- 07/2019: Pakt Project Workshop “Worker Flows, Match Quality, and Productivity”, “Firm wage premia, industrial relations, and rent sharing in Germany”, Hattingen
- 07/2019: Research Seminar, University of Cologne (CMR), “The urban wage premium in imperfect labour markets”, Cologne
- 03/2019: Workshop on Microeconomics, Leuphana University, “Birds, birds, birds: co-worker similarity, workplace diversity, and voluntary turnover”, Lüneburg
- 12/2018: IAB–OECD Seminar “Rising wage inequality in Germany – causes and links with productivity development”, “Firm wage premia, industrial relations, and rent sharing in Germany”, Nuremberg

- 10/2018: IRS, Princeton University Monopsony Conference, "The urban wage premium in imperfect labour markets", Sundance Resort, UT
- 09/2018: Annual Meeting of the Verein für Socialpolitik, "Firm wage premia, industrial relations, and rent sharing in Germany", Freiburg
- 04/2018: Research Seminar, Humboldt University, "The urban wage premium in imperfect labour markets", Berlin
- 03/2018: Workshop on Microeconomics, Leuphana University, "Firm wage premia, industrial relations, and rent sharing in Germany", Lüneburg
- 11/2017: Research Seminar, Johannes Gutenberg University, "The urban wage premium in imperfect labour markets", Mainz
- 10/2017: Labour Economics Research Seminar, Universität Hamburg, "The urban wage premium in imperfect labour markets", Hamburg
- 10/2017: Annual Conference of the European Association of Labour Economists, "Coming to work while sick: An economic theory of presenteeism with an application to German data", St. Gallen
- 09/2017: Annual Meeting of the Verein für Socialpolitik, "Do employers possess more monopsony power in slack labour markets?", Vienna
- 06/2017: Annual Meeting of the Western Economic Association International, "The urban wage premium in imperfect labour markets", San Diego, CA
- 05/2017: Research Seminar, Georg August University (cege), "The urban wage premium in imperfect labour markets", Göttingen
- 02/2017: Standing Field Committee of the Verein für Socialpolitik, "The urban wage premium in imperfect labour markets", Passau
- 09/2016: Annual Meeting of the Verein für Socialpolitik, "Coming to work while sick: An economic theory of presenteeism with an application to German data", Augsburg
- 07/2016: IWH workshop "Labour mobility and inequality", "The urban wage premium in imperfect labour markets", Halle
- 03/2016: Workshop on Microeconomics, Leuphana University, "Coming to work while sick: An economic theory of presenteeism with an application to German data", Lüneburg
- 11/2015: Research Seminar, Ludwig Maximilians University, "The urban wage premium in imperfect labour markets", Munich
- 11/2015: Research Seminar, Leuphana University Lüneburg, "The urban wage premium in imperfect labour markets", Lüneburg
- 09/2015: Annual Meeting of the Verein für Socialpolitik, "Dual labour markets at work: The impact of employers' use of temporary agency work on regular workers' job stability", Münster
- 07/2015: IWH workshop "Firm exit and job displacement", "Dual labour markets at work: The impact of employers' use of temporary agency work on regular workers' job stability", Halle

- 06/2015: Research Seminar, Helmut Schmidt University, "The urban wage premium in imperfect labour markets", Hamburg
- 04/2015: Annual Conference of the Scottish Economic Society, "Is there monopsonistic discrimination against immigrants?", Perth
- 03/2015: Annual Conference of the Royal Economic Society, "Coming to work while sick: An economic theory of presenteeism with an application to German data", Manchester
- 10/2014: Research Seminar, Newcastle University, "The cyclical behaviour of employers' monopsony power and workers' wages", Newcastle
- 09/2014: Annual Conference of the European Association of Labour Economists, "Centralized vs. decentralized wage formation: The role of firms' production technology", Ljubljana
- 09/2014: Annual Meeting of the Verein für Socialpolitik, "The levelling effect of product market competition on gender wage discrimination", Hamburg
- 06/2014: Annual Meeting of the European Society of Population Economics, "The cyclical behaviour of employers' monopsony power and workers' wages", Braga
- 06/2014: IZA workshop "Wage rigidities and the business cycle: Causes and consequences", "The cyclical behaviour of employers' monopsony power and workers' wages", Bonn
- 05/2014: Research Seminar, Darmstadt University of Technology, "The cyclical behaviour of employers' monopsony power and workers' wages", Darmstadt
- 04/2014: Annual Conference of the Scottish Economic Society, "The cyclical behaviour of employers' monopsony power and workers' wages", Perth
- 12/2013: IAAEU Colloquium, "The cyclical behaviour of employers' monopsony power and workers' wages", Trier
- 11/2013: RWI Research Seminar, "The cyclical behaviour of employers' monopsony power and workers' wages", Essen
- 09/2013: Statistical Week, "Is there monopsonistic discrimination against immigrants?", Berlin
- 06/2013: 10th IZA Annual Migration Meeting, "Is there monopsonistic discrimination against immigrants?", Jerusalem
- 04/2013: Annual Conference of the Royal Economic Society, "Is there monopsonistic discrimination against immigrants?", London
- 02/2013: IAB Colloquium, "Do better pre-migration skills accelerate immigrants' wage assimilation?", Nuremberg
- 06/2012: Annual Meeting of the European Society of Population Economics, "Is there monopsonistic discrimination against immigrants?", Berne
- 09/2011: Annual Meeting of the Verein für Socialpolitik, "Women move differently: Job separations and gender", Frankfurt

- 03/2011: IAB/LASER workshop “Increasing labor market flexibility – boon or bane?”, “The productivity effect of temporary agency work: Evidence from German panel data”, Nuremberg
- 09/2010: Annual meeting of the Verein für Socialpolitik, “Is there a gap in the gap? Regional differences in the gender pay gap”, Kiel
- 06/2010: Research Seminar, Augsburg University, “Women move differently: Job separations and gender”, Augsburg
- 09/2009: Annual meeting of the Verein für Socialpolitik, “Works councils and separations: Voice, monopoly, and insurance Effects”, Magdeburg
- 12/2008: CEP Labour Market Workshop, “Is there a gap in the gap? Regional differences in the gender pay gap?”, London
- 10/2008: IRS, Princeton University Conference “Monopsony in the labor market”, “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, Sundance Resort, UT
- 03/2008: ZEW workshop “Gender and the labour market”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Mannheim
- 12/2007: IAB/LASER workshop “Gender and labour market policies”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Nuremberg
- 11/2007: BGPE conference “Incentives in economics”, “The gender pay gap under duopsony: Joan Robinson meets Harold Hotelling”, Nuremberg
- 10/2007: Annual meeting of the Verein für Socialpolitik, “Differences in labor supply to monopsonistic firms and the gender pay gap: An empirical analysis using linked employer–employee data from Germany”, Munich

## TEACHING

- ST 2020: Lecture and Class: Introduction to Microeconometrics (Bachelor),  
Lecture: Statistics II for Economics and Business Economics (Bachelor),  
Lecture and Class: Mathematics II for Economists (Bachelor)
- WT 2019/20: Lecture: Essentials in Econometrics (Bachelor),  
Lecture: Statistics I for Economics and Business Economics (Bachelor),  
Seminar: Applied Causal Analysis with Stata (Bachelor),  
Lecture: Methods of Public Economics, Law, and Politics I (Master)
- ST 2019: Lecture and Class: Introduction to Microeconometrics (Bachelor),  
Lecture: Statistics II for Economics and Business Economics (Bachelor),  
Lecture and Class: Mathematics II for Economists (Bachelor),  
Lecture: Institutions and Organisations of the Labour Market (Bachelor)
- WT 2018/19: Lecture: Essentials in Econometrics (Bachelor),  
Lecture: Statistics I for Economics and Business Economics (Bachelor),  
Seminar: Applied Causal Analysis with Stata (Bachelor),  
Lecture und Class: Institutions and Organisations of the Labour Market (Bachelor),  
Lecture: Methods of Public Economics, Law, and Politics I (Master)

- ST 2018: Lecture and Class: Introduction to Microeconometrics (Bachelor),  
Lecture: Statistics II for Economics and Business Economics (Bachelor),  
Seminar: Migration Economics (Bachelor)
- WT 2017/18: Lecture: Essentials in Econometrics (Bachelor),  
Lecture: Statistics I for Economics and Business Economics (Bachelor),  
Lecture: Methods of Public Economics, Law, and Politics I (Master),  
Lecture and Class: Foundations of Migration Economics (Bachelor),  
Lecture and Class: Institutions and Organisations of the Labour  
Market (Bachelor)
- ST 2017: Lecture and Class: Introduction to Microeconometrics (Bachelor),  
Lecture: Statistics II for Economics and Business Economics (Bachelor),  
Lecture: Labour Economics (Bachelor),  
Seminar: Migration Economics (Bachelor)
- WT 2016/17: Lecture and Class: Foundations of Migration Economics (Bachelor),  
Seminar: Migration Economics (Bachelor)
- ST 2016: Class: Institutions and Organisations of the Labour Market (Master),  
Class: Intermediate Macroeconomics (Bachelor)
- WT 2015/16: Lecture and Class: Empirical Labour Economics (Master/Ph.D.),  
Lecture and Class: Migration Economics (Master/Ph.D.)
- ST 2015: Class: Institutions and Organisations of the Labour Market (Master),  
Interdisciplinary Seminar: Labour and Personnel (Master)
- WT 2014/15: Lecture: Empirical Labour Economics (Master/Ph.D.),  
Class: Labour Market Policy (Bachelor),  
Seminar: Labour Economics (Bachelor)
- ST 2014: Class: Institutions and Organisations of the Labour Market (Master),  
Interdisciplinary Seminar: Labour and Personnel (Master)
- WT 2013/14: Lecture and Class: Empirical Labour Economics (Master/Ph.D.),  
Lecture and Class: Labour Market Policy (Bachelor)
- ST 2013: Class: Institutions and Organisations of the Labour Market (Master),  
Class: Mathematics for Macroeconomics (Bachelor)
- WT 2012/13: Lecture: Econometrics (Master),  
Lecture and Class: Empirical Labour Economics (Master/Ph.D.),  
Class: Labour Economics (Master),  
Class: Labour Market Policy (Bachelor),  
Seminar: Economics (Master)
- ST 2012: Class: Institutions and Organisations of the Labour Market (Master),  
Class: Mathematics for Macroeconomics (Bachelor)
- WT 2011/12: Lecture: Personnel Economics (Bachelor, University of Munich),  
Lecture and Class: Empirical Labour Economics (Master/Ph.D.),  
Class: Labour Economics (Master),  
Class: Econometrics (Master)
- ST 2011: Class: Institutions and Organisations of the Labour Market (Master),  
Class: Mathematics for Macroeconomics (Bachelor),  
Interdisciplinary Seminar: Labour and Personnel (Master)

- WT 2010/11: Lecture and Class: Empirical Labour Economics (Master/Ph.D.),  
Class: Labour Economics (Master),  
Class: Labour Market Policy (Bachelor),  
Seminar: Economics (Master),  
Seminar: Labour Economics (Bachelor)
- ST 2010: Class: Institutions and Organisations of the Labour Market (Master),  
Class: Mathematics for Macroeconomics (Bachelor)
- WT 2009/10: Class: Labour Market Policy (Bachelor),  
Class: Intermediate Macroeconomics (Bachelor),  
Seminar: Labour Economics (Bachelor, Master)
- ST 2009: Class: Intermediate Macroeconomics (Bachelor),  
Class: Mathematics for Macroeconomics (Bachelor),  
Seminar: Labour and Regional Economics (Master)
- ST 2008: Class: Mathematics for Macroeconomics (Bachelor)
- WT 2007/08: Seminar: Labour Economics (Master)
- ST 2007: Class: Intermediate Macroeconomics (Bachelor)
- WT 2006/07: Seminar: Labour and Regional Economics (Master)
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## MEMBERSHIPS

American Economic Association, European Association of Labour Economists, Royal Economic Society, Verein für Socialpolitik

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## REFEREEING

American Economic Journal: Applied Economics, Applied Economics Letters, British Journal of Industrial Relations (3), Canadian Journal of Economics, Czech Science Foundation, Economic Journal, Economics Bulletin, Economics Letters, Empirical Economics (3), European Sociological Review (2), Feminist Economics, German Economic Review, Industrial and Labor Relations Review (4), Industrial Relations (4), International Economics and Economic Policy, International Journal of Manpower, International Tax and Public Finance, IZA Journal of Labor Economics, Journal for Labour Market Research (5), Journal of Economic Behavior and Organization (2), Journal of Economics and Statistics (4), Journal of Economic Inequality, Journal of Labor Economics (3), Journal of Labor Research (3), Labour Economics (4), LABOUR: Review of Labour Economics and Industrial Relations, Oxford Economic Papers, Perspektiven der Wirtschaftspolitik, Schmollers Jahrbuch, Scottish Journal of Political Economy, Southern Economic Journal (3)